MEMORANDUM

TO: ALL APPOINTING AUTHORITIES

FROM: NAT E. JOHNSON, ACTING COMMISSIONER,
        DEPARTMENT OF PERSONNEL

        M.D. GOETZ, JR., COMMISSIONER
        DEPARTMENT OF FINANCE AND ADMINISTRATION

DATE: JUNE 7, 2006

SUBJECT: FISCAL YEAR 2006-07 POLICY ON EMPLOYEE SALARY COMPRESSION

The following establishes policy for the distribution of funds authorized in the 2006 Appropriations Bill, when signed into law by the Governor, for the purpose of addressing employee salary compression. The policy covers basic guidelines for implementing the plan recommended in the October 28, 2005, *Department of Personnel and Tennessee State Employees Association Joint Study of Salary Compression* report, as well as specific guidelines for partial implementation of this plan in Fiscal Year 2006-07.

Plan Implementation Guidelines

Covered employees include all regular, interim and seasonal full-time employees in job classifications with salary grades 1 through 43 and in job classifications included in the Information Technology Compensation Plan. The plan provides for dividing the ranges of each salary grade into 14 increments (15 steps) and placing each employee on the step in his or her class salary range corresponding with the employee's total years of state service in accordance with the following schedule:

Step	Years of Service	Step	Years of Service
1	< 2	9	18 to < 21
2	2 to < 4	10	21 to < 24
3	4 to < 6	11	24 to < 27
4	6 to < 8	12	27 to < 30
5	8 to < 10	13	30 +
6	10 to < 12	14	-
7	12 to < 15	15	-
8	15 to < 18		

Policy # 06-023

Attachment A provides the rate schedule for full compression plan implementation for salary grades 1 through 43 and Attachment B provides the rate schedule for Information Technology classes. Employees currently compensated above the rates on the schedule corresponding to their length of service will not be eligible for a compression adjustment. No employee shall receive more than a $10,000 annual increase as a result of full compression plan implementation.

Fiscal Year 2006-07 Implementation

Funds appropriated in Fiscal Year 2006-07 to address employee salary compression cover slightly less than one-third of the cost of full implementation. Accordingly, in Fiscal Year 2006-07, employees are eligible to receive 32% of the amount they would be due if compression plan guidelines were fully implemented. No employee shall receive more than $3,204 annually ($267 monthly) as a result of Fiscal Year 2006-07 compression plan implementation.

In order to receive a compression adjustment, employees must be actively employed (not on terminal leave) on June 30, 2006. Compression adjustments are based on each employee's job classification, salary grade and length of state service as of June 30 and will follow implementation of the 3% general increase.

Calculating Compression Adjustments for Eligible Employees

The following method shall be used for calculating Fiscal Year 2006-07 compression salary adjustments:

Calculate the difference between each employee's monthly salary after the 3% general increase and the monthly salary on the rate schedule provided in Attachment A or B corresponding to the employee's June 30 length of state service and class salary grade. Multiply this difference by 32% (.32). The result is the monthly increase the employee is eligible to receive from Fiscal Year 2006-07 compression plan implementation. Attachment C provides examples of how this method is applied.

When rounding monthly amounts to the nearest whole dollar, the decimal should be taken to thousandths. If the decimal is .495 or greater, the results should be rounded up to the nearest whole dollar. If the decimal is .494 or less the results should be rounded down to the nearest whole dollar.

Denial of Compression Adjustments Based on Performance

Compression adjustments may be denied on the basis of current unsatisfactory performance. Employees who are denied the increase should be notified in writing of the denial and an explanation provided detailing the circumstances surrounding the denial. Employees whose increases are being denied have the opportunity to respond to their department or agency appointing authority, either orally or in writing. If the appointing authority sustains the denial, a letter stating this decision must be filed with the Commissioner of Personnel by June 30, 2006. If an employee's performance improves to a satisfactory level later in the fiscal year, the employee must receive the full monthly compression adjustment the employee was scheduled to receive in FY 2006-07 effective at the beginning of the pay period following the improved performance, no later than June 16, 2007.

Denial or Reduction of Compression Adjustments for Executive Service Employees

Compression adjustments for executive service employees may be denied or reduced by the employees' appointing authority based on reasons other than performance. The impact that the compression plan has on existing salary relationships within each agency's executive service workforce should be reviewed to determine if the projected compression rates are acceptable within the agency's organization. Each agency will receive a report listing all executive service employees and their projected compression adjustments, if applicable, within the next few days in order to assist with the review process. If implementation of the plan negatively impacts these relationships, the compression adjustments may be denied or reduced. In order to deny or reduce a compression adjustment the appointing authority must submit a letter to the Commissioner of Personnel indicating the reasons for the denial or reduction by June 30, 2006.

Guidelines for processing Fiscal Year 2006-07 compression adjustments will be addressed in a separate memorandum to agency personnel officers.

NEJ:MDG:SG

xc: Human Resource Officers

RATE SCHEDULE - FULL SALARY COMPRESSION PLAN IMPLEMENTATION
ADJUSTED BY 3% FOR FY 2006-07 ACROSS-THE-BOARD INCREASE
EFFECTIVE JULY 1, 2006

GRADE	1st Step < 2 years	2nd Step 2 to < 4 years	3rd Step 4 to < 6 years	4th Step 6 to < 8 years	5th Step 8 to < 10 years	6th Step 10 to < 12 years	7th Step 12 to < 15 years	8th Step 15 to < 18 years	9th Step 18 to < 21 years	10th Step 21 to < 24 years	11th Step 24 to < 27 years	12th Step 27 to < 30 years	13th Step 30+ years	14th Step	15th Step
005	$1,107	$1,158	$1,209	$1,260	$1,311	$1,362	$1,413	$1,464	$1,515	$1,566	$1,617	$1,668	$1,719	$1,770	$1,816
006	$1,164	$1,216	$1,268	$1,320	$1,372	$1,424	$1,476	$1,528	$1,580	$1,632	$1,684	$1,736	$1,788	$1,840	$1,889
007	$1,222	$1,275	$1,328	$1,381	$1,434	$1,487	$1,540	$1,593	$1,646	$1,699	$1,752	$1,805	$1,858	$1,911	$1,961
008	$1,278	$1,333	$1,388	$1,443	$1,498	$1,553	$1,608	$1,663	$1,718	$1,773	$1,828	$1,883	$1,938	$1,993	$2,046
009	$1,337	$1,394	$1,451	$1,508	$1,565	$1,622	$1,679	$1,736	$1,793	$1,850	$1,907	$1,964	$2,021	$2,078	$2,139
010	$1,396	$1,456	$1,516	$1,576	$1,636	$1,696	$1,756	$1,816	$1,876	$1,936	$1,996	$2,056	$2,116	$2,176	$2,233
011	$1,461	$1,524	$1,587	$1,650	$1,713	$1,776	$1,839	$1,902	$1,965	$2,028	$2,091	$2,154	$2,217	$2,280	$2,337
012	$1,529	$1,594	$1,659	$1,724	$1,789	$1,854	$1,919	$1,984	$2,049	$2,114	$2,179	$2,244	$2,309	$2,374	$2,445
013	$1,600	$1,669	$1,738	$1,807	$1,876	$1,945	$2,014	$2,083	$2,152	$2,221	$2,290	$2,359	$2,428	$2,497	$2,560
014	$1,668	$1,739	$1,810	$1,881	$1,952	$2,023	$2,094	$2,165	$2,236	$2,307	$2,378	$2,449	$2,520	$2,591	$2,668
015	$1,738	$1,812	$1,886	$1,960	$2,034	$2,108	$2,182	$2,256	$2,330	$2,404	$2,478	$2,552	$2,626	$2,700	$2,780
016	$1,809	$1,887	$1,965	$2,043	$2,121	$2,199	$2,277	$2,355	$2,433	$2,511	$2,589	$2,667	$2,745	$2,823	$2,894
017	$1,885	$1,966	$2,047	$2,128	$2,209	$2,290	$2,371	$2,452	$2,533	$2,614	$2,695	$2,776	$2,857	$2,938	$3,016
018	$1,965	$2,049	$2,133	$2,217	$2,301	$2,385	$2,469	$2,553	$2,637	$2,721	$2,805	$2,889	$2,973	$3,057	$3,145
019	$2,049	$2,137	$2,225	$2,313	$2,401	$2,489	$2,577	$2,665	$2,753	$2,841	$2,929	$3,017	$3,105	$3,193	$3,277
020	$2,134	$2,225	$2,316	$2,407	$2,498	$2,589	$2,680	$2,771	$2,862	$2,953	$3,044	$3,135	$3,226	$3,317	$3,414
021	$2,225	$2,320	$2,415	$2,510	$2,605	$2,700	$2,795	$2,890	$2,985	$3,080	$3,175	$3,270	$3,365	$3,460	$3,560
022	$2,321	$2,420	$2,519	$2,618	$2,717	$2,816	$2,915	$3,014	$3,113	$3,212	$3,311	$3,410	$3,509	$3,608	$3,713
023	$2,419	$2,523	$2,627	$2,731	$2,835	$2,939	$3,043	$3,147	$3,251	$3,355	$3,459	$3,563	$3,667	$3,771	$3,871
024	$2,518	$2,626	$2,734	$2,842	$2,950	$3,058	$3,166	$3,274	$3,382	$3,490	$3,598	$3,706	$3,814	$3,922	$4,029
025	$2,628	$2,741	$2,854	$2,967	$3,080	$3,193	$3,306	$3,419	$3,532	$3,645	$3,758	$3,871	$3,984	$4,097	$4,204
026	$2,742	$2,860	$2,978	$3,096	$3,214	$3,332	$3,450	$3,568	$3,686	$3,804	$3,922	$4,040	$4,158	$4,276	$4,387
027	$2,864	$2,987	$3,110	$3,233	$3,356	$3,479	$3,602	$3,725	$3,848	$3,971	$4,094	$4,217	$4,340	$4,463	$4,584
028	$2,991	$3,119	$3,247	$3,375	$3,503	$3,631	$3,759	$3,887	$4,015	$4,143	$4,271	$4,399	$4,527	$4,655	$4,785
029	$3,127	$3,261	$3,395	$3,529	$3,663	$3,797	$3,931	$4,065	$4,199	$4,333	$4,467	$4,601	$4,735	$4,869	$5,004
030	$3,253	$3,392	$3,531	$3,670	$3,809	$3,948	$4,087	$4,226	$4,365	$4,504	$4,643	$4,782	$4,921	$5,060	$5,205
031	$3,384	$3,529	$3,674	$3,819	$3,964	$4,109	$4,254	$4,399	$4,544	$4,689	$4,834	$4,979	$5,124	$5,269	$5,414
032	$3,515	$3,666	$3,817	$3,968	$4,119	$4,270	$4,421	$4,572	$4,723	$4,874	$5,025	$5,176	$5,327	$5,478	$5,625
033	$3,653	$3,810	$3,967	$4,124	$4,281	$4,438	$4,595	$4,752	$4,909	$5,066	$5,223	$5,380	$5,537	$5,694	$5,845
034	$3,842	$4,007	$4,172	$4,337	$4,502	$4,667	$4,832	$4,997	$5,162	$5,327	$5,492	$5,657	$5,822	$5,987	$6,147
035	$4,015	$4,187	$4,359	$4,531	$4,703	$4,875	$5,047	$5,219	$5,391	$5,563	$5,735	$5,907	$6,079	$6,251	$6,424
036	$4,198	$4,378	$4,558	$4,738	$4,918	$5,098	$5,278	$5,458	$5,638	$5,818	$5,998	$6,178	$6,358	$6,538	$6,718
037	$4,386	$4,574	$4,762	$4,950	$5,138	$5,326	$5,514	$5,702	$5,890	$6,078	$6,266	$6,454	$6,642	$6,830	$7,017
038	$4,584	$4,780	$4,976	$5,172	$5,368	$5,564	$5,760	$5,956	$6,152	$6,348	$6,544	$6,740	$6,936	$7,132	$7,334
039	$4,791	$4,996	$5,201	$5,406	$5,611	$5,816	$6,021	$6,226	$6,431	$6,636	$6,841	$7,046	$7,251	$7,456	$7,665
040	$5,005	$5,219	$5,433	$5,647	$5,861	$6,075	$6,289	$6,503	$6,717	$6,931	$7,145	$7,359	$7,573	$7,787	$8,007
041	$5,228	$5,452	$5,676	$5,900	$6,124	$6,348	$6,572	$6,796	$7,020	$7,244	$7,468	$7,692	$7,916	$8,140	$8,366
042	$5,465	$5,699	$5,933	$6,167	$6,401	$6,635	$6,869	$7,103	$7,337	$7,571	$7,805	$8,039	$8,273	$8,507	$8,745
043	$5,712	$5,957	$6,202	$6,447	$6,692	$6,937	$7,182	$7,427	$7,672	$7,917	$8,162	$8,407	$8,652	$8,897	$9,140

RATE SCHEDULE - FULL SALARY COMPRESSION PLAN IMPLEMENTATION FOR INFORMATION TECHNOLOGY CLASSES
ADJUSTED BY 3% FOR FY 2006-07 ACROSS-THE-BOARD INCREASE
EFFECTIVE JULY 1, 2006

JOB CLASSIFICATION	1st Step < 2 years	2nd Step 2 to < 4 years	3rd Step 4 to < 6 years	4th Step 6 to < 8 years	5th Step 8 to < 10 years	6th Step 10 to < 12 years	7th Step 12 to < 15 years	8th Step 15 to < 18 years	9th Step 18 to < 21 years	10th Step 21 to < 24 years	11th Step 24 to < 27 years	12th Step 27 to < 30 years	13th Step 30+ years	14th Step	15th Step
CAB INFRA SPEC 1	$3,459	$3,607	$3,755	$3,903	$4,051	$4,199	$4,347	$4,495	$4,643	$4,791	$4,939	$5,087	$5,235	$5,383	$5,534
CAB INFRA SPEC 2	$3,776	$3,938	$4,100	$4,262	$4,424	$4,586	$4,748	$4,910	$5,072	$5,234	$5,396	$5,558	$5,720	$5,882	$6,042
COMMU SYS ANA 2	$2,578	$2,689	$2,800	$2,911	$3,022	$3,133	$3,244	$3,355	$3,466	$3,577	$3,688	$3,799	$3,910	$4,021	$4,125
COMMU SYS ANA 3	$2,802	$2,922	$3,042	$3,162	$3,282	$3,402	$3,522	$3,642	$3,762	$3,882	$4,002	$4,122	$4,242	$4,362	$4,483
COMMU SYS ANA 4	$3,184	$3,320	$3,456	$3,592	$3,728	$3,864	$4,000	$4,136	$4,272	$4,408	$4,544	$4,680	$4,816	$4,952	$5,094
COMP OP MGR 1	$2,686	$2,801	$2,916	$3,031	$3,146	$3,261	$3,376	$3,491	$3,606	$3,721	$3,836	$3,951	$4,066	$4,181	$4,298
COMP OP MGR 2	$2,802	$2,922	$3,042	$3,162	$3,282	$3,402	$3,522	$3,642	$3,762	$3,882	$4,002	$4,122	$4,242	$4,362	$4,483
COMP OP MGR 3	$3,184	$3,320	$3,456	$3,592	$3,728	$3,864	$4,000	$4,136	$4,272	$4,408	$4,544	$4,680	$4,816	$4,952	$5,094
COMP OP MGR 4	$3,469	$3,618	$3,767	$3,916	$4,065	$4,214	$4,363	$4,512	$4,661	$4,810	$4,959	$5,108	$5,257	$5,406	$5,551
COMP OP SUPV	$2,185	$2,279	$2,373	$2,467	$2,561	$2,655	$2,749	$2,843	$2,937	$3,031	$3,125	$3,219	$3,313	$3,407	$3,496
COMP OP 1	$1,554	$1,621	$1,688	$1,755	$1,822	$1,889	$1,956	$2,023	$2,090	$2,157	$2,224	$2,291	$2,358	$2,425	$2,486
DB ADMIN 2	$3,715	$3,874	$4,033	$4,192	$4,351	$4,510	$4,669	$4,828	$4,987	$5,146	$5,305	$5,464	$5,623	$5,782	$5,944
DB ADMIN 3	$4,420	$4,609	$4,798	$4,987	$5,176	$5,365	$5,554	$5,743	$5,932	$6,121	$6,310	$6,499	$6,688	$6,877	$7,072
DB ADMIN 4	$4,778	$4,983	$5,188	$5,393	$5,598	$5,803	$6,008	$6,213	$6,418	$6,623	$6,828	$7,033	$7,238	$7,443	$7,645
DISTR COMP OP 2	$1,697	$1,770	$1,843	$1,916	$1,989	$2,062	$2,135	$2,208	$2,281	$2,354	$2,427	$2,500	$2,573	$2,646	$2,716
DISTR COMP OP 3	$1,776	$1,852	$1,928	$2,004	$2,080	$2,156	$2,232	$2,308	$2,384	$2,460	$2,536	$2,612	$2,688	$2,764	$2,841
GIS ANA 1	$3,019	$3,148	$3,277	$3,406	$3,535	$3,664	$3,793	$3,922	$4,051	$4,180	$4,309	$4,438	$4,567	$4,696	$4,831
GIS ANA 2	$3,418	$3,564	$3,710	$3,856	$4,002	$4,148	$4,294	$4,440	$4,586	$4,732	$4,878	$5,024	$5,170	$5,316	$5,468
GIS ANA 3	$4,051	$4,225	$4,399	$4,573	$4,747	$4,921	$5,095	$5,269	$5,443	$5,617	$5,791	$5,965	$6,139	$6,313	$6,482
GIS MGR 1	$4,420	$4,609	$4,798	$4,987	$5,176	$5,365	$5,554	$5,743	$5,932	$6,121	$6,310	$6,499	$6,688	$6,877	$7,072
GIS MGR 2	$4,778	$4,983	$5,188	$5,393	$5,598	$5,803	$6,008	$6,213	$6,418	$6,623	$6,828	$7,033	$7,238	$7,443	$7,645
GIS TECH 1	$2,484	$2,591	$2,698	$2,805	$2,912	$3,019	$3,126	$3,233	$3,340	$3,447	$3,554	$3,661	$3,768	$3,875	$3,975
GIS TECH 2	$2,807	$2,927	$3,047	$3,167	$3,287	$3,407	$3,527	$3,647	$3,767	$3,887	$4,007	$4,127	$4,247	$4,367	$4,491
GIS TECH MGR 1	$3,615	$3,770	$3,925	$4,080	$4,235	$4,390	$4,545	$4,700	$4,855	$5,010	$5,165	$5,320	$5,475	$5,630	$5,784
GIS TECH MGR 2	$4,104	$4,280	$4,456	$4,632	$4,808	$4,984	$5,160	$5,336	$5,512	$5,688	$5,864	$6,040	$6,216	$6,392	$6,565
GIS TECH SPV 1	$3,054	$3,185	$3,316	$3,447	$3,578	$3,709	$3,840	$3,971	$4,102	$4,233	$4,364	$4,495	$4,626	$4,757	$4,886
GIS TECH SPV 2	$3,459	$3,607	$3,755	$3,903	$4,051	$4,199	$4,347	$4,495	$4,643	$4,791	$4,939	$5,087	$5,235	$5,383	$5,534
IRSS 2	$2,807	$2,927	$3,047	$3,167	$3,287	$3,407	$3,527	$3,647	$3,767	$3,887	$4,007	$4,127	$4,247	$4,367	$4,491
IRSS 3	$3,054	$3,185	$3,316	$3,447	$3,578	$3,709	$3,840	$3,971	$4,102	$4,233	$4,364	$4,495	$4,626	$4,757	$4,886
IRSS 4	$3,459	$3,607	$3,755	$3,903	$4,051	$4,199	$4,347	$4,495	$4,643	$4,791	$4,939	$5,087	$5,235	$5,383	$5,534
IRSS 5	$3,776	$3,938	$4,100	$4,262	$4,424	$4,586	$4,748	$4,910	$5,072	$5,234	$5,396	$5,558	$5,720	$5,882	$6,042
INFO SYS ANA 2	$2,807	$2,927	$3,047	$3,167	$3,287	$3,407	$3,527	$3,647	$3,767	$3,887	$4,007	$4,127	$4,247	$4,367	$4,491
INFO SYS ANA 3	$3,054	$3,185	$3,316	$3,447	$3,578	$3,709	$3,840	$3,971	$4,102	$4,233	$4,364	$4,495	$4,626	$4,757	$4,886
INFO SYS ANA 4	$3,459	$3,607	$3,755	$3,903	$4,051	$4,199	$4,347	$4,495	$4,643	$4,791	$4,939	$5,087	$5,235	$5,383	$5,534
INFO SYS ANA SPV	$3,615	$3,770	$3,925	$4,080	$4,235	$4,390	$4,545	$4,700	$4,855	$5,010	$5,165	$5,320	$5,475	$5,630	$5,784
INFO SYS ASST	$1,850	$1,929	$2,008	$2,087	$2,166	$2,245	$2,324	$2,403	$2,482	$2,561	$2,640	$2,719	$2,798	$2,877	$2,960
INFO SYS ASSOC (A)	$2,896	$3,020	$3,144	$3,268	$3,392	$3,516	$3,640	$3,764	$3,888	$4,012	$4,136	$4,260	$4,384	$4,508	$4,634
INFO SYS ASSOC (B)	$2,587	$2,698	$2,809	$2,920	$3,031	$3,142	$3,253	$3,364	$3,475	$3,586	$3,697	$3,808	$3,919	$4,030	$4,140
INFO SYS ASSOC (C)	$2,277	$2,395	$2,473	$2,571	$2,669	$2,767	$2,865	$2,963	$3,061	$3,159	$3,257	$3,355	$3,453	$3,551	$3,644
INFO SYS CONS	$3,947	$4,116	$4,285	$4,454	$4,623	$4,792	$4,961	$5,130	$5,299	$5,468	$5,637	$5,806	$5,975	$6,144	$6,315
INFO SYS DIR - ES	$4,848	$5,056	$5,264	$5,472	$5,680	$5,888	$6,096	$6,304	$6,512	$6,720	$6,928	$7,136	$7,344	$7,552	$7,757
INFO SYS DIR 1	$4,104	$4,280	$4,456	$4,632	$4,808	$4,984	$5,160	$5,336	$5,512	$5,688	$5,864	$6,040	$6,216	$6,392	$6,565
INFO SYS DIR 2	$4,436	$4,626	$4,816	$5,006	$5,196	$5,386	$5,576	$5,766	$5,956	$6,146	$6,336	$6,526	$6,716	$6,906	$7,098
INFO SYS DIR 3	$4,617	$4,815	$5,013	$5,211	$5,409	$5,607	$5,805	$6,003	$6,201	$6,399	$6,597	$6,795	$6,993	$7,191	$7,388
INFO SYS DIR 4	$5,067	$5,284	$5,501	$5,718	$5,935	$6,152	$6,369	$6,586	$6,803	$7,020	$7,237	$7,454	$7,671	$7,888	$8,106
INFO SYS INSTR 1	$2,471	$2,577	$2,683	$2,789	$2,895	$3,001	$3,107	$3,213	$3,319	$3,425	$3,531	$3,637	$3,743	$3,849	$3,953
INFO SYS INSTR 2	$3,047	$3,178	$3,309	$3,440	$3,571	$3,702	$3,833	$3,964	$4,095	$4,226	$4,357	$4,488	$4,619	$4,750	$4,875
INFO SYS INSTR 3	$3,184	$3,320	$3,456	$3,592	$3,728	$3,864	$4,000	$4,136	$4,272	$4,408	$4,544	$4,680	$4,816	$4,952	$5,094
INFO SYS MGR 1	$3,947	$4,116	$4,285	$4,454	$4,623	$4,792	$4,961	$5,130	$5,299	$5,468	$5,637	$5,806	$5,975	$6,144	$6,315
INFO SYS MGR 2	$4,104	$4,280	$4,456	$4,632	$4,808	$4,984	$5,160	$5,336	$5,512	$5,688	$5,864	$6,040	$6,216	$6,392	$6,565
INFO SYS MGR 3	$4,270	$4,453	$4,636	$4,819	$5,002	$5,185	$5,368	$5,551	$5,734	$5,917	$6,100	$6,283	$6,466	$6,649	$6,833

RATE SCHEDULE - FULL SALARY COMPRESSION PLAN IMPLEMENTATION FOR INFORMATION TECHNOLOGY CLASSES
ADJUSTED BY 3% FOR FY 2006-07 ACROSS-THE-BOARD INCREASE
EFFECTIVE JULY 1, 2006

JOB CLASSIFICATION	1st Step < 2 years	2nd Step 2 to < 4 years	3rd Step 4 to < 6 years	4th Step 6 to < 8 years	5th Step 8 to < 10 years	6th Step 10 to < 12 years	7th Step 12 to < 15 years	8th Step 15 to < 18 years	9th Step 18 to < 21 years	10th Step 21 to < 24 years	11th Step 24 to < 27 years	12th Step 27 to < 30 years	13th Step 30+ years	14th Step	15th Step
INFO SYS MGR 4	$4,436	$4,626	$4,816	$5,006	$5,196	$5,386	$5,576	$5,766	$5,956	$6,146	$6,336	$6,526	$6,716	$6,906	$7,098
INFO SYS SPEC 2	$2,928	$3,054	$3,180	$3,306	$3,432	$3,558	$3,684	$3,810	$3,936	$4,062	$4,188	$4,314	$4,440	$4,566	$4,685
INFO SYS SPEC 3	$3,459	$3,607	$3,755	$3,903	$4,051	$4,199	$4,347	$4,495	$4,643	$4,791	$4,939	$5,087	$5,235	$5,383	$5,534
INFO SYS SPEC 4	$3,947	$4,116	$4,285	$4,454	$4,623	$4,792	$4,961	$5,130	$5,299	$5,468	$5,637	$5,806	$5,975	$6,144	$6,315
INFO SYS TECH MGR	$4,848	$5,056	$5,264	$5,472	$5,680	$5,888	$6,096	$6,304	$6,512	$6,720	$6,928	$7,136	$7,344	$7,552	$7,757
MAIN COMP OP 2	$2,018	$2,104	$2,190	$2,276	$2,362	$2,448	$2,534	$2,620	$2,706	$2,792	$2,878	$2,964	$3,050	$3,136	$3,228
MAIN COMP OP 3	$2,105	$2,195	$2,285	$2,375	$2,465	$2,555	$2,645	$2,735	$2,825	$2,915	$3,005	$3,095	$3,185	$3,275	$3,368
MAIN COMP TECH 1	$2,284	$2,382	$2,480	$2,578	$2,676	$2,774	$2,872	$2,970	$3,068	$3,166	$3,264	$3,362	$3,460	$3,558	$3,653
MAIN COMP TECH 2	$2,586	$2,697	$2,808	$2,919	$3,030	$3,141	$3,252	$3,363	$3,474	$3,585	$3,696	$3,807	$3,918	$4,029	$4,139
NET TECH SP 1	$2,277	$2,375	$2,473	$2,571	$2,669	$2,767	$2,865	$2,963	$3,061	$3,159	$3,257	$3,355	$3,453	$3,551	$3,644
NET TECH SP 2	$2,578	$2,689	$2,800	$2,911	$3,022	$3,133	$3,244	$3,355	$3,466	$3,577	$3,688	$3,799	$3,910	$4,021	$4,125
NET TECH SP 3	$2,922	$3,047	$3,172	$3,297	$3,422	$3,547	$3,672	$3,797	$3,922	$4,047	$4,172	$4,297	$4,422	$4,547	$4,675
NET TECH SP 4	$3,322	$3,464	$3,606	$3,748	$3,890	$4,032	$4,174	$4,316	$4,458	$4,600	$4,742	$4,884	$5,026	$5,168	$5,315
OFFICE AUTO SP	$2,009	$2,095	$2,181	$2,267	$2,353	$2,439	$2,525	$2,611	$2,697	$2,783	$2,869	$2,955	$3,041	$3,127	$3,214
OIR DIR 1	$5,067	$5,284	$5,501	$5,718	$5,935	$6,152	$6,369	$6,586	$6,803	$7,020	$7,237	$7,454	$7,671	$7,888	$8,106
OIR DIR 2	$6,043	$6,302	$6,561	$6,820	$7,079	$7,338	$7,597	$7,856	$8,115	$8,374	$8,633	$8,892	$9,151	$9,410	$9,669
PROG/ANA 2	$3,278	$3,419	$3,560	$3,701	$3,842	$3,983	$4,124	$4,265	$4,406	$4,547	$4,688	$4,829	$4,970	$5,111	$5,246
PROG/ANA 3	$3,715	$3,874	$4,033	$4,192	$4,351	$4,510	$4,669	$4,828	$4,987	$5,146	$5,305	$5,464	$5,623	$5,782	$5,944
PROG/ANA 4	$4,228	$4,409	$4,590	$4,771	$4,952	$5,133	$5,314	$5,495	$5,676	$5,857	$6,038	$6,219	$6,400	$6,581	$6,765
PROG/ANA SPV	$4,420	$4,609	$4,798	$4,987	$5,176	$5,365	$5,554	$5,743	$5,932	$6,121	$6,310	$6,499	$6,688	$6,877	$7,072
RAD COMMU TECH 1	$2,035	$2,122	$2,209	$2,296	$2,383	$2,470	$2,557	$2,644	$2,731	$2,818	$2,905	$2,992	$3,079	$3,166	$3,259
RAD COMMU TECH 2	$2,399	$2,501	$2,603	$2,705	$2,807	$2,909	$3,011	$3,113	$3,215	$3,317	$3,419	$3,521	$3,623	$3,725	$3,833
RAD COMMU TECH 3	$2,608	$2,720	$2,832	$2,944	$3,056	$3,168	$3,280	$3,392	$3,504	$3,616	$3,728	$3,840	$3,952	$4,064	$4,181
RAD COMMU TECH SPV	$2,958	$3,082	$3,206	$3,330	$3,454	$3,578	$3,702	$3,826	$3,950	$4,074	$4,198	$4,322	$4,446	$4,570	$4,700
RAD SYS ANA	$3,091	$3,219	$3,347	$3,475	$3,603	$3,731	$3,859	$3,987	$4,115	$4,243	$4,371	$4,499	$4,627	$4,755	$4,881
SYS PROG 1	$3,715	$3,874	$4,033	$4,192	$4,351	$4,510	$4,669	$4,828	$4,987	$5,146	$5,305	$5,464	$5,623	$5,782	$5,944
SYS PROG 2	$4,420	$4,609	$4,798	$4,987	$5,176	$5,365	$5,554	$5,743	$5,932	$6,121	$6,310	$6,499	$6,688	$6,877	$7,072
SYS PROG 3	$4,778	$4,983	$5,188	$5,393	$5,598	$5,803	$6,008	$6,213	$6,418	$6,623	$6,828	$7,033	$7,238	$7,443	$7,645
SYS PROG 4	$5,166	$5,388	$5,610	$5,832	$6,054	$6,276	$6,498	$6,720	$6,942	$7,164	$7,386	$7,608	$7,830	$8,052	$8,267
TELECOMMU DIR	$3,755	$3,916	$4,077	$4,238	$4,399	$4,560	$4,721	$4,882	$5,043	$5,204	$5,365	$5,526	$5,687	$5,848	$6,009
TELECOMMU MGR	$3,184	$3,320	$3,456	$3,592	$3,728	$3,864	$4,000	$4,136	$4,272	$4,408	$4,544	$4,680	$4,816	$4,952	$5,094
WEBSITE DEV 1	$3,183	$3,319	$3,455	$3,591	$3,727	$3,863	$3,999	$4,135	$4,271	$4,407	$4,543	$4,679	$4,815	$4,951	$5,092
WEBSITE DEV 2	$3,615	$3,770	$3,925	$4,080	$4,235	$4,390	$4,545	$4,700	$4,855	$5,010	$5,165	$5,320	$5,475	$5,630	$5,784

EXAMPLES
FY 2006-07 SALARY COMPRESSION IMPLEMENTATION

Employee A

Secretary with 11 years of total state service. June 30 monthly salary = $1,619.

$1,619   June 30 monthly salary
$1,668   Fiscal Year 06-07 salary after 3% cost-of-living adjustment
$1,782*   Fiscal Year 06-07 salary after compression adjustment.

*Steps to Calculate FY 06-07 Adjustment

1. Determine the full implementation rate for a Secretary (salary grade 14) with 11 years total state service from the Attachment A rate chart. This amount is $2,023.

2. Subtract the monthly difference between the full implementation rate of $2,023 and the employee's salary after the 3% cost-of-living adjustment, which is $1,668. ($2,023 - $1,668 = $355).

3. Multiply $355 by 32%. ($355 X .32 = $114).

4. Add $114 to Employee A's monthly salary after the 3% cost-of-living adjustment. ($1,668 + $114 = $1,782).

The total percent increase Employee A will receive from both the 3% cost-of-living adjustment and the FY 06-07 compression adjustment) is 10.1%

Employee B

Accountant 2 with 6 years of total state service. June 30 monthly salary = $2,662.

$2,662   June 30 monthly salary
$2,742   Fiscal Year 06-07 salary after 3% cost-of-living adjustment
$2,855*   Fiscal Year 06-07 salary after compression adjustment.

*Steps to Calculate FY 06-07 Adjustment

1. Determine the full implementation rate for an Accountant 2 (salary grade 26) with 6 years total state service from the Attachment A rate chart. This amount is $3,096.

2. Subtract the monthly difference between the full implementation rate of $3,096 and the employee's salary after the 3% cost-of-living adjustment, which is $2,742. ($3,096 - $2,742 = $354).

3. Multiply $354 by 32%. ($354 X .32 = $113).

4. Add $113 to Employee A's monthly salary after the 3% cost-of-living adjustment. ($2,742 + $113 = $2,855).

The total percent increase Employee B will receive from both the 3% cost-of-living adjustment and the FY 06-07 compression adjustment) is 7.3%